

In re: DORIAN JONES ) OEIG Case # 11-00855

During the investigation, the OEIG also discovered evidence that Mr. Jones failed to report his outside employment and falsified his Statement of Economic Interests form.

## **II. BACKGROUND**

### **A. *Illinois Department of Public Health Deputy Director Dorian Jones***

#### *i) Dorian Jones's IDPH Employment History*

In April 2010, Dorian Jones was hired by the Illinois Department of Public Health as the Deputy Director and Chief Information Officer for IDPH's Office of Information Technology (IT). Mr. Jones reports to IDPH Assistant Director [redacted].

#### *ii) Dorian Jones's Job Duties*

A review of Mr. Jones's IDPH performance evaluation reflected that Mr. Jones has broad job duties. Mr. Jones's duties, in part, include:

- Leading all activities of the program area (IT).
- Oversight of the IT department and IT applications managed by subordinates.

### **B. *Statement of Economic Interests Form***

The Illinois Governmental Ethics Act, 5 ILCS 420 *et seq.*, requires various groups of individuals to disclose economic interests by filing a Statement of Economic Interests (SOEI) form. The information requested for each group varies depending on which form they must complete, as described in the Illinois Governmental Ethics Act. State employees, including IDPH employees occupying certain positions, are required to file the SOEI forms with the Illinois Secretary of State. The SOEI forms that State employees must complete contain eight inquiries. Below are inquiries 1, 3, and 6, that State employees are required to respond to:

- (1) List the name and instrument of ownership in any entity doing business in the State of Illinois, in which the ownership interest held by the person at the date of filing is in excess of \$5,000 fair market value or from which dividends in excess of \$1,200 were derived during the preceding calendar year....
- (3) List the nature of professional services rendered (other than to the State of Illinois) of each entity from which income exceeding \$5,000 was received for professional services rendered during the preceding calendar year by the person making the statement.
- (6) List the name of any entity doing business in the State of Illinois from which income in excess of \$1,200 was derived during the preceding calendar year, other than for professional services, and the title or description of any position held in that entity....

The SOEI form that State employees are required to complete also contains a verification statement. State employees must sign their SOEI form below the following statement:

I declare that this Statement of Economic Interests (including any accompanying schedules and statements) has been examined by me and to the best of my knowledge and belief is a true, correct and complete statement of my economic interests as required by the Illinois Governmental Ethics Act. I understand that the penalty for willfully filing a false or incomplete statement shall be a fine not to exceed \$1,000 or imprisonment in a penal institution other than the penitentiary not to exceed one year, or both fine and imprisonment.

Any person required to file a SOEI form who “willfully files a false or incomplete statement shall be guilty of a Class A misdemeanor.” 5 ILCS 420/4A-107.

### ***C. Illinois Department of Public Health Report of Outside Employment***

IDPH requires its employees to file a “Report of Outside Employment,” within five working days of commencing outside paid employment. IDPH employees are also required to reconfirm their Reports of Outside Employment on an annual basis, at the time of their annual evaluation.<sup>1</sup>

## **III. INVESTIGATION**

### ***A. Dorian Jones’s Disclosures of Financial Interests***

#### ***i) Statement of Economic Interests Forms Referencing Interests in Direct Effect New Media and Other Companies***

The OEIG obtained and reviewed copies of Dorian Jones’s 2010 and 2011 SOEI forms. On April 30, 2010, Mr. Jones signed his 2010 SOEI form. On April 14, 2011, Mr. Jones signed his 2011 SOEI form. Below is a summary of the interests Mr. Jones reported on his 2010 and/or 2011 SOEI forms, including the question to which each interest corresponded. See above at section II. B.

<b>SOEI Form Year(s)</b>	<b>Name of Entity or Type of Interest Reported on the SOEI Form(s) and the Position Held (If Applicable)</b>	<b>SOEI Form Inquiries (See II. B) by Year (If Applicable)</b>
2010 & 2011	Amistad Communications Group, Owner/CEO	1 (2010 & 2011)
2010	Information Technology Consulting	3
2010	Interactive Web Media Services	3
2010 & 2011	Renaissance Knights Chess Foundation, Director of Development	6 (2010) and 1 (2011)
2011	Direct Effect New Media, Consultant	1
2011	CooperSoft, Consultant	1

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<sup>1</sup> IDPH Directive 97-01 regarding Professional Conduct, Subsection on “Outside Employment.”

ii) *Report of Outside Employment*

Investigators also reviewed Dorian Jones's employment file and learned that on October 5, 2010, he had submitted a Report of Outside Employment. On his Report of Outside Employment, Mr. Jones only reported being Owner and Chief Executive Officer of Amistad Communications Group (Amistad). On this report, however, Mr. Jones stated that he was not scheduled to perform any work for Amistad in 2010.

On June 6, 2011, Mr. Jones had his last employee performance evaluation. At that time, he did not submit any Reports of Outside Employment.<sup>2</sup>

**B. *Direct Effect New Media Statement of Work Proposal***

i) *Background on the Illinois Department of Public Health's Procurement Process for Small Procurements*

The Illinois Department of Public Health uses "Statements of Work," rather than "contracts," to procure goods or services with a value of less than \$5,000. Statements of Work are not bid or reviewed by the Illinois Department of Central Management Services. The director of the IDPH office seeking to procure goods or services has the authority to select companies to perform work. These directors can also approve Statements of Work outlining the scope of the work to be done. Assistant Director [redacted], however, must also approve each Statement of Work before the work may begin or the necessary funds may be expended.

As Deputy Director of the IT office, Mr. Jones had the authority to select companies to perform work that he determined was needed for his office, assuming there were funds available to pay for the work. Mr. Jones, however, is required to obtain approval from [Assistant Director] before the work outlined in a Statement of Work may proceed.

In May 2011, Mr. Jones and the IT office determined that several projects were needed in order to complete IT web upgrades, requiring work from three different vendors, one of which was Direct Effect.

ii) *Mr. Jones's Involvement in the Submission of the Direct Effect New Media Statement of Work Proposal*

Mr. Jones submitted a Statement of Work proposal to IDPH, dated May 16, 2011. The Statement of Work proposal requested that IDPH contract Direct Effect to perform web re-facing services for \$4,850.

On May 24 and 25, 2011, Mr. Jones sent [Assistant Director] and the former IDPH Director, [redacted], emails relating to the Direct Effect proposal. In the emails, Mr. Jones asked for [Assistant Director] and [former Director] to approve funding for the work outlined in the

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<sup>2</sup> As stated above, IDPH employees are required to reconfirm their Reports of Outside Employment on an annual basis, at the time of their annual evaluation.

Direct Effect proposal that he also attached to the emails. In these emails, Mr. Jones did not reveal that he had a personal interest in Direct Effect, as reflected on his 2011 SOEI form.

*iii) Interview of [Assistant Director] Regarding the Direct Effect Proposal*

On August 18, 2011, the OEIG interviewed IDPH Assistant Director [redacted]. In light of the fact that Mr. Jones had not reported outside employment regarding Direct Effect or other companies listed on his SOEI forms, investigators asked [Assistant Director] about IDPH's policy on outside employment. In response, [Assistant Director] said that employees are required to report any outside employment. In fact, employees are required to report either when they gain outside employment or at the time of their annual employment evaluations.

Investigators showed [Assistant Director] copies of Mr. Jones's 2011 SOEI form and a copy of the Direct Effect proposal Mr. Jones had submitted in May 2011. [Assistant Director] confirmed having previously been shown both documents by other IDPH staff. [Assistant Director] said that when she initially saw these two documents, she believed there was a potential conflict of interest because Mr. Jones had submitted the Direct Effect proposal after having disclosed that he had a financial interest in Direct Effect on his 2011 SOEI form. [Assistant Director] also said that because she believed there was a potential conflict of interest, she refused to approve the Direct Effect proposal.

[Assistant Director] said that after she refused to approve the Direct Effect proposal, she contacted Mr. Jones (around May 26, 2011) and told him that he could not submit the Direct Effect proposal, because of a conflict of interest. [Assistant Director] said that in response to these statements, Mr. Jones claimed he no longer had a financial interest in Direct Effect and that the company had actually dissolved. [Assistant Director] said that Mr. Jones was upset that she would not approve the proposal. [Assistant Director] said that she and Mr. Jones made plans to meet and discuss the Direct Effect proposal and Mr. Jones's interest in Direct Effect. [Assistant Director] said that she did eventually meet with Mr. Jones and that during the meeting, she told him that he should not have submitted the Direct Effect proposal. In response, Mr. Jones got defensive and said he did nothing wrong by submitting the Direct Effect proposal. [Assistant Director] said that she reiterated that she would not approve a contract for a company for which Mr. Jones consulted.

*iv) Mr. Jones's Email Response to the Discussion with [Assistant Director]*

On May 26, 2011, Mr. Jones responded to his conversation with [Assistant Director] (as mentioned above), in an email to her and [former Director]. In this email, Mr. Jones denied referencing Direct Effect on his 2010 and 2011 SOEI forms. Mr. Jones, in part, also made the following statements regarding his submission of the Direct Effect proposal:

- "I don't understand why someone would possibly assume that I would do something unethical (*sic*) now, after I have been involved in Government procurement projects for over 20 years."

- “To have someone tell me that they are looking out for me... ‘I have an economic interest in a company’ is an insult. I am going to put myself, IDPH in jeopardy (*sic*) for a small procurement is simply beyond belief.”

#### IV. INTERVIEW OF DORIAN JONES

On September 23, 2011, the OEIG interviewed Mr. Jones. During his interview, Mr. Jones was asked a series of questions regarding multiple topics, including:

- His 2010 SOEI form
- His 2011 SOEI form
- IDPH Reports of Outside Employment
- The Direct Effect Statement of Work Proposal

Below is a summary of what Mr. Jones said in response to the OEIG’s questions.

##### A. *2010 Statement of Economic Interests Form*

Investigators asked Mr. Jones whether he completed any documents related to outside or secondary employment when he first started at IDPH. In response, Mr. Jones said he completed a SOEI form, on which he only listed Amistad, a consulting company he founded. Investigators showed Mr. Jones a copy of his 2010 SOEI form. In response, Mr. Jones confirmed that this copy of the 2010 SOEI form was what he submitted to IDPH and was on file with the Illinois Secretary of State. On the 2010 SOEI form, Mr. Jones had reported interests in Amistad and Renaissance Knights Chess Foundation. On the 2010 SOEI form, Mr. Jones had also reported that he received income for professional services for IT consulting and interactive web media services. After reviewing his 2010 SOEI form, Mr. Jones stated that he earned over \$5,000 through Amistad during the year before he completed his 2010 SOEI form. Mr. Jones also stated, however, that he had not “done anything” for Amistad since starting at IDPH. Mr. Jones said that he remains the Director of Development for Renaissance Knights Chess Foundation. In that role, he performs tasks such as seeking corporate funding and grants, enhancing the relationship with Chicago Public Schools, and assisting at weekend chess events. Mr. Jones said that he receives approximately \$150 at each Renaissance Knights Chess Foundation event.

Investigators then asked Mr. Jones about the 2010 SOEI form entry regarding IT consulting and interactive web media services. In response, Mr. Jones said that he had done some “freelance work,” for several companies, including Direct Effect. Mr. Jones then stated that he had continually performed work for Direct Effect. Mr. Jones said that he did a large amount of work for Direct Effect because he had been good friends with Direct Effect’s owner, [redacted] ([redacted]), for over 30 years. Mr. Jones said that he and [redacted] contact one another if they learn of work that the other is capable of performing. Mr. Jones said that although he has not received any compensation, he was currently working with Direct Effect on several projects, including one with CooperSoft (a company Mr. Jones identified on his 2011 SOEI form). Mr. Jones also said, however, that he could receive compensation from Direct Effect in the future.

### ***B. 2011 Statement of Economic Interests Form***

Investigators showed Mr. Jones a copy of his 2011 SOEI form. In response, Mr. Jones confirmed that this copy of the 2011 SOEI form was what he submitted to IDPH and was on file with the Illinois Secretary of State. On his 2011 SOEI form, Mr. Jones reported economic interests in four companies: Amistad, Renaissance Knights Chess Foundation, Direct Effect, and CooperSoft. Besides Amistad, none of these companies were reported to IDPH as outside employment. After reviewing his 2011 SOEI form, Mr. Jones stated the following:

- Although he has not earned any compensation or performed any work for Amistad since he began working at IDPH, he is still the president of Amistad.
- Although he did not earn more than \$5,000 in income in the preceding year, he is the Director of Development for the Renaissance Knights Chess Foundation.
- Although he has not earned any compensation from CooperSoft, he performed consulting work for CooperSoft in the preceding year, and still participates in an approximate 2-hour conference call every week with CooperSoft and [redacted] (Direct Effect's owner).
- He reported CooperSoft on his 2011 SOEI form in case he receives future compensation for his work with CooperSoft.
- Although he has not earned any compensation from Direct Effect or performed much work for Direct Effect in the preceding year, he regularly communicates with his friend, [redacted].
- He reported Direct Effect on his 2011 SOEI form in case he receives future compensation for his work with Direct Effect.
- His 2011 SOEI form is misleading.

When asked why he reported these companies on his 2011 SOEI form, Mr. Jones said that he identified these companies on his SOEI form because he could earn compensation in the future for work he performed for them. He also said he misread the SOEI form and did not realize that the SOEI form inquiries referred to compensation he earned in the preceding year. Rather, when he completed the SOEI form, he was looking to the future with "wishful thinking." Mr. Jones was then asked if his 2011 SOEI form contained false statements. In response, Mr. Jones said that his 2011 SOEI form "could be interpreted as false...." Moreover, Mr. Jones said he did not intentionally falsify the SOEI form, but it is false because it indicated that he made money that he did not in fact make.

### ***C. Illinois Department of Public Health Reports of Outside Employment***

Mr. Jones said that he did not know when he was supposed to complete IDPH Reports of Outside Employment. In fact, Mr. Jones initially said that he was not familiar with IDPH Reports of Outside Employment at all. Investigators presented Mr. Jones with a copy of his 2010 IDPH Report of Outside Employment, which reported that he worked for Amistad. In

response, Mr. Jones said that he did not recall completing the 2010 IDPH Report of Outside Employment, but confirmed that it reflected his signature. Mr. Jones then said that [Assistant Director] asked him to complete a Report of Outside Employment so IDPH would have a record of his outside activities. Mr. Jones said that [Assistant Director] asked him to complete a Report of Outside Employment after being informed of concerns that he owned companies with State contracts.

Investigators asked Mr. Jones if he reported outside employment during his annual performance evaluation. In response, Mr. Jones said that he did not complete a Report of Outside Employment during his 2011 employee performance evaluation (which occurred on June 6, 2011). Mr. Jones said that nobody ever told him that he had to complete a Report of Outside Employment at the time of his annual performance evaluation. After reviewing IDPH's policy on Outside Employment,<sup>3</sup> Mr. Jones said:

- He does not see the need to complete a Report of Outside Employment because he believes that his annual SOEI form satisfies his duty to report working as a consultant for various companies.
- When presented with IDPH policy regarding Outside Employment and asked what he did to avoid violating this policy, he initially said that he "looked at it as a judgment call and didn't complete it." Then, he said that he had no knowledge of IDPH having an outside employment form.
- He did not believe outside employment rules applied to him because he has not earned any compensation from his outside work.

Investigators then reminded Mr. Jones that he had previously stated that he continued to receive compensation from the Renaissance Knights Chess Foundation. In response, he acknowledged that he earned compensation from that organization. Mr. Jones then stated he thought he was informed by an IDPH Human Resources employee that he did not have to complete an outside employment form.<sup>4</sup>

#### ***D. Direct Effect Statement of Work Proposal***

Mr. Jones stated that he had a minimal role in the IT procurement process and that while he could recommend that IDPH use a particular vendor, he had no authority to approve any work. Mr. Jones initially could not recall submitting any Statements of Work for IT projects. Investigators then showed Mr. Jones a copy of the Direct Effect proposal. In response, Mr. Jones made the following statements:

- He submitted the Direct Effect proposal for IT work because the IT department had a small project that needed to be done and he knew Direct Effect could perform the required work.
- He had called [redacted] of Direct Effect and informed him about this project.

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<sup>3</sup> IDPH Directive 97-01 regarding Professional Conduct, Subsection on "Outside Employment."

<sup>4</sup> Mr. Jones could not recall to whom he may have spoken from the Human Resources department and said that he had no emails to verify this conversation.

- The company listed on the Direct Effect proposal is the same company for which he performs consulting work.
- He forgot that he included Direct Effect on his 2011 SOEI form. Rather, he thought he had only included Direct Effect on his 2010 SOEI form.
- After talking with other IDPH employees about the Direct Effect proposal, he realized that his actions might have raised the appearance of a conflict of interest, so he “suggested that we kill it.”
- Investigators showed Mr. Jones a printed copy of a May 26, 2011 email exchange occurring between him and [Assistant Director], which indicated that Mr. Jones was upset about the purported conflict of interest. In response, Mr. Jones said that he “was miffed” because he listed Direct Effect on his 2011 SOEI, rather than his 2010 SOEI.
- He suggested Direct Effect for the IT project because, “with the State, things take a long time. I have knowledge that Direct Effect could do it (the project) and I wanted the work done as soon as possible.”
- In hindsight, it was probably not a good idea to submit the Direct Effect proposal.

After reviewing IDPH’s professional conduct policy,<sup>5</sup> Mr. Jones said, “I may have had a conflict of interest, but I was trying to get the job done.” Mr. Jones said he should have taken more time to consider his actions before submitting the Direct Effect proposal.

## V. DORIAN JONES’S WRITTEN STATEMENT

On September 27, 2011, Mr. Jones submitted a written statement to the OEIG. In this document Mr. Jones stated, “I am expected to adhere to standards of professional conduct which to the public must be perceived to be honest, impartial and free of conflict of interest...I never looked into this for monetization for me personally in any type of way. I simply wanted to get the job done. This was a mistake....”

## VI. ANALYSIS

### A. *Dorian Jones’s Submittal of the Direct Effect Proposal Constituted a Conflict of Interest*

IDPH Directive 97-01 regarding Professional Conduct outlines standards IDPH employees are expected to follow. For example, all IDPH employees “are expected to adhere to standards of professional conduct which are, and which to the public must be perceived to be, honest, impartial, and free of conflict of interest.” *Id.* at Subsection on “Purpose, Authority and Scope.”

Mr. Jones contacted Direct Effect’s owner, his friend, [redacted], to advise him of a potential contract opportunity with his (Mr. Jones’s) office at IDPH. Mr. Jones then submitted a proposal requesting that IDPH contract with his friend’s company, Direct Effect. Only a month before submitting the Direct Effect proposal, on his 2011 SOEI form, Mr. Jones reported that he consulted for Direct Effect. Mr. Jones subsequently forwarded the Direct Effect proposal to

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<sup>5</sup> IDPH Directive 97-01 regarding Professional Conduct, Subsection on “Purpose, Authority and Scope.”

[Assistant Director] and [former Director], signifying that he approved the proposal. Mr. Jones's attempts to secure the job for Direct Effect did not end there. Mr. Jones also tried to persuade [Assistant Director] and [former Director] to approve the contract (Statement of Work) with Direct Effect.

Mr. Jones told investigators that he consulted for Direct Effect on an ongoing basis and that he was close friends with Direct Effect's owner, [redacted]. In fact, Mr. Jones and [redacted] had been friends for more than 30 years. It is unclear to what extent Mr. Jones's personal relationship with [redacted] affected his ability to select IT vendors objectively and impartially. At minimum, however, the relationship between Mr. Jones and [redacted] gives rise to an apparent conflict of interest. In addition, Mr. Jones's comment that he was upset that he included Direct Effect on his 2011 SOEI, rather than his 2010 SOEI, indicates that he was only upset about IDPH uncovering his relationship with Direct Effect. Mr. Jones did not appear to be upset about the impropriety of submitting a contract proposal for a company with which he had an ongoing personal and professional relationship. The OEIG concludes that his actions were not a "mistake." Thus, the allegation that Mr. Jones violated IDPH policies by engaging in conduct that constituted an apparent conflict of interest is **FOUNDED**.

***B. Dorian Jones Failed to Report Outside Employment***

IDPH Directive 97-01 regarding Professional Conduct, Subsection on "Outside Employment," requires employees to file a Report of Outside Employment within five working days of commencing outside paid employment, and to reconfirm their Reports of Outside Employment on an annual basis, at the time of their annual evaluation.

Mr. Jones only completed a Report of Outside Employment for Amistad, and he only did so in 2010. On his SOEIs and in his OEIG interview, Mr. Jones confirmed that he continues to receive income from the Renaissance Knights Chess Foundation.<sup>6</sup> Nevertheless, Mr. Jones has never reported to IDPH that he has outside employment with the Renaissance Knights Chess Foundation, as required by IDPH policy. Thus, the allegation that Mr. Jones failed to report outside employment, in violation of IDPH policy, is **FOUNDED**.

***C. Dorian Jones Falsified his Statement of Economic Interests Forms***

As discussed above, all IDPH employees "are expected to adhere to standards of professional conduct which are, and which to the public must be perceived to be, honest...." IDPH Directive 97-01 regarding Professional Conduct, Subsection on "Purpose, Authority and Scope."

Mr. Jones reported that he had financial interests in multiple entities on his 2011 SOEI form. During his interview, however, Mr. Jones denied receiving income from several of those entities, particularly Amistad, Direct Effect and CooperSoft. Mr. Jones ultimately admitted that his 2011 SOEI form contained false information. Therefore, Mr. Jones violated IDPH policy by

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<sup>6</sup> Mr. Jones also identified Amistad, Direct Effect, and CooperSoft on his SOEI forms and told the OEIG that he performs work for them on an ongoing basis. The OEIG will not make findings regarding Mr. Jones's work for those companies, as there is no evidence he received income from the entities during his IDPH employment.

submitting SOEI forms that clearly contain false information, and thus at least appear to be dishonest. Thus, the allegation that Mr. Jones falsified his SOEI forms is **FOUNDED**.

Nevertheless, Mr. Jones denied that his false assertions were willful. The Illinois Governmental Ethics Act provides, anyone who “willfully files a false or incomplete statement shall be guilty of a Class A misdemeanor.” 5 ILCS 420/4A-107. Mr. Jones claimed that he misunderstood the SOEI form inquiries regarding which year he was supposed to report income for – the preceding year or the future year. The OEIG found no evidence that Mr. Jones was lying when he said his false assertions were not willful. Therefore, there is inadequate evidence to conclude that Mr. Jones violated the Illinois Governmental Ethics Act.

## **VII. CONCLUSIONS**

As a result of its investigation, the OEIG issues these findings:

- **FOUNDED** – Dorian Jones violated IDPH policies by engaging in conduct that constituted an apparent conflict of interest.
- **FOUNDED** – Dorian Jones failed to report outside employment, in violation of IDPH policy.
- **FOUNDED** – Dorian Jones violated IDPH policy by submitting SOEI forms that contain false information.

Based upon the evidence, the OEIG recommends that IDPH discipline Mr. Jones for violating the above-listed IDPH policies.

No further investigative action is needed and this case is considered closed.



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**CONFIDENTIAL**

January 23, 2012

Erin K. Bonales  
Deputy Inspector General  
Chief, Chicago Division  
Office of the Executive Inspector General  
32 W. Randolph Street  
Suite 1900  
Chicago, Illinois 60601

**Re: OEIG #11-00855 (Dorian Jones)**

Dear Ms. Bonales:

The Illinois Department of Public Health ("Department") is in receipt of the above-referenced final report. The Department is currently in the process of continuing to review the report, and respectfully requests an extension of an additional week to file its official, agency response with your office.

Should you need anything further, please do not hesitate to contact me at 312-814-2684.

I appreciate your time and consideration of the Department's request.

Sincerely,

Rukhaya AliKhan  
Deputy General Counsel, Division of Legal Services, IDPH  
Ethics Officer



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**\*CONFIDENTIAL MEMORANDUM\***

TO: Erin K. Bonales  
Deputy Inspector General, Division Chief (Chicago), OEIG

FROM: Rukhaya AliKhan, Deputy General Counsel, Ethics Officer, IDPH

CC: Jason R. Boltz, General Counsel, IDPH

DATE: January 30, 2012

RE: Agency Response to OEIG case #11-00855

This correspondence is in reference to the above-referenced complaint. In reviewing the allegations, the Illinois Department of Public Health ("Department") reviewed the Final Report issued by the Office of the Executive Inspector General ("OEIG") as it pertained to the actions of Mr. Dorian Jones, as the Department's Deputy Director and Chief Information officer for the Office of Information and Technology. As the report demonstrates, Mr. Jones clearly engaged in conduct that constituted a direct conflict of interest, failed to report outside employment and falsified his statement of economic interest, all in violation of the Department's Professional Conduct Directive, #97-01.

After critical consideration of the OEIG's findings, the Department decided to impose a 10 day suspension on Mr. Jones, beginning January 30, 2012, and ending February 12, 2012, without pay. Assistant Director and Chief of Staff, both met with Mr. Jones and apprised him of the Department's disciplinary action and the findings contained within the OEIG's Final Report. Mr. Jones was asked to return his State Identification Card, his blackberry phone, his office keys and any other State-owned property to his supervisor. He has been strictly prohibited from conducting any official business or having access to the Department's facilities and premises. Mr. Jones will also be placed on a corrective action plan ("CAP") for 60 days beginning February 14, 2012 and during that time will be placed on probation, during which time his work performance will be evaluated. If the employee fails to meet the objectives of the CAP, the Department will consider further discipline, up to and including, discharge. (See Attachment A).

Should you have any further questions, please contact me at 312-814-2684. Thank you.

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January 27, 2012

Dorian Jones

Dear Mr. Jones:

As you are aware, allegations were made against you regarding violations of the State Officials and Employees Ethics Act (5 ILCS 430/) and policies of the Illinois Department of Public Health ("IDPH"). These allegations have been investigated by the Office of the Executive Inspector General ("OEIG"). As a result of its investigation, the OEIG has issued the following findings:

- **FOUNDED** - Dorian Jones violated IDPH policies by engaging in conduct that constituted an apparent conflict of interest.
- **FOUNDED** - Dorian Jones failed to report outside employment in violation of IDPH policy.
- **FOUNDED** - Dorian Jones violated IDPH policy by submitting SOEI forms that contain false information.

Attached is a copy of the State and IDPH policies and guidelines violated by your actions:

- **PROFESSIONAL CONDUCT** (Issued 02-15-97, Directive 97-01) wherein it states, in part:
  - "All employees of the Illinois Department of Public Health are expected to adhere to standards of professional conduct which are, and which to the public must be perceived to be, honest, impartial, and free of conflict of interest."
  - "All Report of Outside Employment forms shall be reconfirmed annually. The Report of Outside Employment shall be reconfirmed by the employee (if applicable) at the time of their annual evaluation."

This letter serves as official notice that you are hereby placed on a ten (10) work day suspension, without pay, effective Monday, January 30th, 2012 through Friday, February 10th, 2012. Prior to the close of business on Friday, January 27th, 2012, you are required to turn in your state ID badge, office keys, blackberry, and any state-owned equipment to your supervisor. During this suspension, you will refrain from conducting any official state business, and will not have access to IDPH facilities or systems.

Due to the holiday on February 13th, 2012, you are required to return to work on Tuesday, February 14th, 2012 at 8:30 a.m., at which time your assigned equipment will be returned to you.

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Illinois Department of  
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Jones, Dorian

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Additionally, you are directed to attend a meeting with the Director's Office on Tuesday, February 14th, 2012, to discuss a corrective action plan for a 60 calendar day period beginning February 14th, 2012 and ending on April 13th, 2012. During this 60 day period, you will be considered on probation. You will be required to clearly demonstrate your ability to fulfill the duties assigned to you as the Deputy Director of the Office of Information Technology and Chief Information Officer for IDPH through the accomplishment of goals and objectives set forth in the corrective action plan. Failure to successfully complete the corrective action plan and/or adhere to IDPH policies and guidelines may result in further discipline, up to and including, discharge.

If you have any questions, please free to contact Deputy Director, Siobhan M. Johnson for the Office of Human Resources, 217-785-2031.

Sincerely,

Stephen J. Konya III  
Chief of Staff

c: Kenneth Soyemi, MD, Acting Director  
PhD., Assistant Director  
Siobhan M. Johnson, Deputy Director/OHR  
Personnel file

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ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES  
PERSONNEL/POSITION ACTION FORM

SS#:

## EMPLOYEE INFORMATION

LAST NAME		FIRST NAME		INIT	SEX	RACE	VEY	EDUC	TIER 1/2	DATE OF BIRTH	
Jones		Dorian		F	M	B	N	6	1		
STREET ADDRESS				CITY		COUNTY	STATE	ZIP CODE	NATL ORGS		
						016	IL		129		
PAY PLAN	PAY GRADE	PAY STEP	SALARY	PAY RATE	FLUENT TIME	FLUENTING DEPT COM	PAYROLL DEPT	CODE APPROV	CORRECTED SOCIAL SECURITY NO.	BARGAINING UNIT CODE	PERF CODE
5	52	00	8750	00	M	F	00	20	153	EX000	
CONTINUOUS SERVICE DATE	SENIORITY DATE	CREDITABLE SERVICE DATE	APPL. EXPIRATION DATE	STATUS	SUSPENSION/LOA RETURN DATE	APPT. REQ. NO.	CERABILITY				
06-01-2010		04-01-2011		F	02-13-2012						

## POSITION INFORMATION

POSITION TITLE (NAME) and OPTION		POSITION NUMBER	EXMT CODE	WORK COUNTY	AM AUTH	AUDIT	POS DES COMP
Senior Public Service Administrator		40070-20-90-000-00-91	3	016			

## TRANSACTION INFORMATION

TRANSACTION NAME		TRANS CODE	EFFECTIVE DATE	PRIOR JTY
1 Suspension less than 30 days		BA082	01-30-2012	
2				
3				
4				

**STATUS**

A-CERTIFIED

B-PROBATIONARY 4 MOS

C-PROBATIONARY 6 MOS

D-PROFESSIONAL

E-3 MONTHS CERTIFICATION

F-EXEMPT

G-TEMPORARY

H-EMERGENCY

I-9 MONTHS CERTIFICATION

J-TRAINEE (PP LRT)

K-TRAINEE (TRAINEE PERMIT)

L-TRAINEE (AGENCY SELECTION EDUCATION)

M-9 MONTHS CERTIFICATION

N-12 MONTHS CERTIFICATION

O-137 DAYS

P-18 MONTHS (LMP)

Q-INTERIM ASSIGNMENT

RACE

1-NATIVE AMERICAN

2-AFRICAN AMERICAN

3-ASIAN

4-HISPANIC

5-WHITE

**CODES**

EXEMPT

1-PRIVATE SEC & CONF AGENT

2-ADMINISTRATIVE HEAD

3-POLICY MAKER

4-PREVAILING RATE/TRADE

5-LICENSED PROFESSIONAL

6-OUT OF STATE

7-TECH ADVSR W/COAL

8-PARTIAL EXTENSION

9-PARTIAL EXEMPT BY STATUTE

1-GRADE SCHOOL

2-SCALE HIGH SCHOOL

3-15 GRAD CR CEO

4-SOME COLLEGE

5-BACD

6-MAGIS

7-PHEDRD

8-OTHER DEGREE

## REMARKS

suspension of 10 work days

EMPLOYEE SIGNATURE (REQUIRED ON VOLUNTARY ACTION)

DATE

AGENCY APPROVAL (OPTIONAL)

DATE

SIGNATURE OF PERSON SERVING

DATE

AGENCY BUDGETARY (OPTIONAL)

DATE

BY MAIL ☐ IN PERSON ☒

DIRECTOR OF CENTRAL MANAGEMENT SERVICES

DATE

AGENCY HEAD APPROVAL

DATE